



2025

THE ANNUAL REPORT
OF HANSA-FLEX AG

HANSA FLEX

COVER IMAGE

The Mobile Service stands on four pillars. One of these is the Mobile Rapid Hydraulic Service, our 24/7 emergency service for the speedy replacement of hydraulic hose lines directly site at our customers' premises. The second is the Industrial Service, which carries out planned maintenance, DGUV inspections and, of course, the installation of hoses and pipelines on demanding major projects. Next is the Fluid Service, which is at the centre of everything to do with hydraulic fluids, while the fourth is the Hydraulic Workshop Container Service for large construction sites.

"The Mobile Service
has great potential."

LELIO ARLT / HEAD OF THE MOBILE SERVICE

JUST A WORD

For insights into the work of the Mobile Service
and its prospects turn to page 18.

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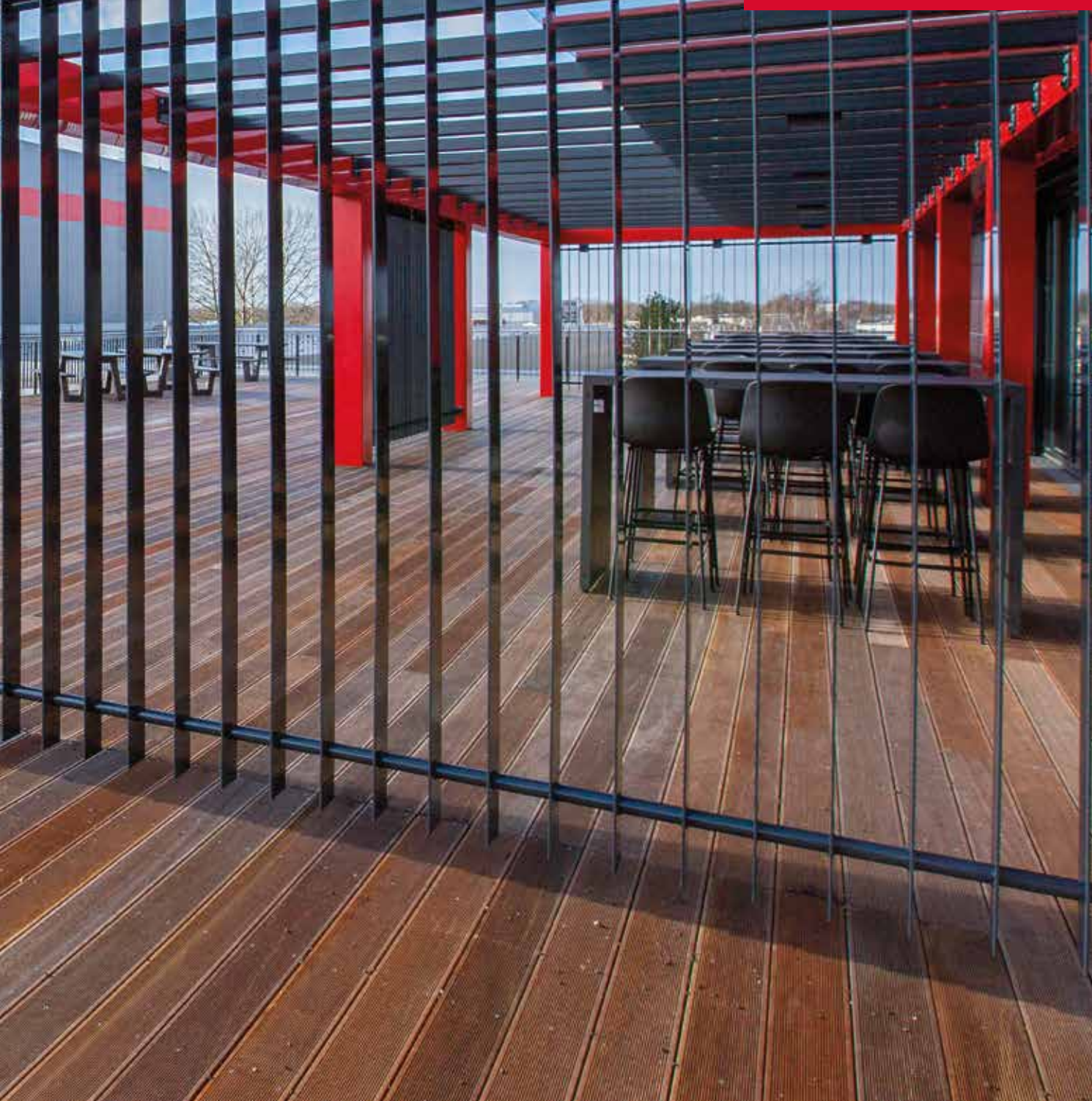


Product availability is the basis of our strength. Part of this is our high-bay warehouse for hydraulic hoses – with 17,000 pallet spaces, it is the largest of its kind and is a benchmark for the industry.

01

SUPERVISORY BOARD & BOARD OF MANAGEMENT

P. 06-09



REPORT BY THE SUPERVISORY BOARD

Dear Employees,
Dear Customers and Business Associates,

Financial year 2025 saw changes to the Supervisory Board. After 14 years of committed service, Gisbert Loosen stepped down from the board in June 2025. He shaped the work of the Supervisory Board over many years with a high level of professional expertise, a strategic vision and a culture of close cooperation. We would like to sincerely thank him on behalf of the whole Supervisory Board for his valuable contribution to the development of the HANSA-FLEX Group.

At the same time, we are delighted to welcome a new member to the Supervisory Board, Patrick Grabowski. He brings new perspectives, professional expertise and fresh impetus to the board. We are convinced that he will constructively enrich the work of the Supervisory Board and play an active role in the further development of the company.

These changes in personnel exemplify the HANSA-FLEX Group's claim to combine continuity with further development – a claim that has given form to the whole of the 2025 business year.

The business environment in 2025 was again one which demanded clarity of thought and consistency of action. Political tensions, economic uncertainty and structural change placed high requirements on companies – not only on their performance but also, and above all, on their attitude.

It is precisely in times like these that a company must show what it really stands for. During the past year at HANSA-FLEX, it was evident that decisions could not be made spontaneously but instead required a sense of responsibility, experience and a clear eye for the essential. Not everything was capable of being planned, not everything ran smoothly – but the course we took remained comprehensible, consistent and reliable.

Our lived corporate culture is particularly formative in this regard. It is defined by pragmatism, mutual respect and the resolute will to find solutions to problems instead of managing them. This attitude shows in day-to-day cooperation, in our dealings with one another, and in the way challenges are taken on. This is no abstract mission statement; it is lived reality.

The international diversity of the group has again proved a strength in 2025. Different markets, cultural attitudes and business climates were not seen as a burden but as an opportunity. The formal structure was much less crucial to this than the ability to think and act together across borders – supported by shared values and a clear self-image.

An important success factor was once again the extraordinary engagement of our employees. With their technical expertise, their professionalism and readiness to assume responsibility, they have made a considerable contribution yet again in 2025 to ensuring that HANSA-FLEX remains dependable, able to act and successful. We owe them our particular thanks for this commitment.

At the same time, it is plain that standing still is not an option. The readiness to develop further, to indulge in critical self-reflection and to continually improve are hallmarks of the organisation. This openness sends a strong signal – both within and outside the company – and is an important prerequisite for sustainable success.



"Different markets, cultural attitudes and business climates were not seen as a burden but as an opportunity."

Looking forward, therefore, optimism prevails. HANSA-FLEX has a clear direction, a strong culture and people who do not shy from responsibility. On this basis, there is strong confidence in the company continuing its path with stability, sound judgement and self-assurance, today and in the future. The Supervisory Board will continue to guide progress along this path, contributing crucial points of view, constructive dialogue and support in the sustainable development of the HANSA-FLEX Group.

Tim Hollweg

Chairman of the Supervisory Board and Managing Partner
CCC Com Credit Contor Maklergesellschaft mbH & Co. KG

REPORT BY THE BOARD OF MANAGEMENT

Dear
Readers,

After two challenging years conditioned by economic disruption and geopolitical uncertainty, the 2025 financial year marked a phase of stabilisation and a conscious new beginning for HANSA-FLEX. Certainly, global economic conditions continued to be demanding and defined by persistent uncertainties in 2025. However, we successfully held our course, consolidated our core structures and prepared the basis, both organisationally and commercially, for the next step in our development.

2025 was therefore less a time of short-term recovery and more a year where the focus fell on resilience, discipline and strategic preparation – with the clear aim of sustainably strengthening HANSA-FLEX and positioning the company for future growth.

In spite of the continued challenging economic and geopolitical conditions, HANSA-FLEX AG was able to achieve considerable strategic progress in the 2025 financial year. In an environment for the most part determined by stagnation and decline of sales volumes in our core industries, we were successful in increasing our overall sales and gaining a greater share of the market.

This growth is based in particular on the stable development of our core business in the branches and on a distinct strengthening of our production areas. By the consistent further development of our operative structures, a focus on efficiency and quality in conjunction with excellent customer proximity, we were able to purposefully raise ourselves above the general trend of the market.

At the same time during 2025, we pushed ahead with the international expansion of the HANSA-FLEX Group. We have been able to build up our presence and develop

new growth potential in selected foreign markets. The increasing internationalisation of our business contributes considerably to stability and the future performance of the group.

The overall development of the 2025 financial year confirms that HANSA-FLEX is strategically in the right position. Despite a challenging market environment, we have strengthened our ability to compete and laid the foundation for the company's sustainable development.

The 2025 financial year marked an important turning point for HANSA-FLEX. After two challenging years characterised by economic pressures, geopolitical uncertainties and generally high volatility, 2025 reflected stabilisation and a conscious new beginning. We have held our course, assumed responsibility and purposefully developed our organisation in an on-going challenging environment.

The strategic development of HANSA-FLEX was another focus for the 2025 financial year. As part of a comprehensive strategy, we refined our long-term orientation and, with a newly developed mission and vision, created a clear framework for our future business activities.

In doing this, it was particularly important that we consolidated our structures, improved our processes and laid the foundations for sustainable further development. 2025 was therefore less a year of quick successes and more a year of discipline, clarity and mutual reshaping. Taking this path demands commitment, trust and readiness to accept change – and it is precisely these qualities that our employees demonstrate in particularly high measure.



"By the consistent further development of our operative structures, a focus on efficiency and quality in conjunction with excellent customer proximity, we were able to purposefully raise ourselves above the general trend of the market."

HANSA-FLEX finds itself today at the heart of a transformation. With our newly developed mission and vision, we have given ourselves a clear roadmap that will establish our heading and guide our daily business. They support us in a dynamic environment and in fulfilling our aim of embracing change and resolutely taking advantage of the opportunities it offers.

Looking to the future and to the impending transformation, we will consistently follow this chosen path. The principles defined in 2025 will therefore form a solid foundation and the guardrails for our future actions. Our aim remains to further expand the strengths of our organisation, be a dependable partner for our customers and place HANSA-FLEX in an ideal position for long-term success.

HANSA-FLEX – PART OF ALL FLUID POWER SYSTEMS

A handwritten signature in black ink, appearing to read 'Christian Post'.

Christian Post
COO

A handwritten signature in black ink, appearing to read 'Thomas Armerding'.

Thomas Armerding
CEO

A handwritten signature in black ink, appearing to read 'Florian Wiedemeyer'.

Florian Wiedemeyer
CFO



More than just rapid support: the Mobile Service from HANSA-FLEX combines preventative maintenance, in-depth system analyses and reliable repair capabilities – mobile, efficient and solution-orientated.



02

PROFILE

P. 12–23



Certifications

Quality management: ISO 9001:2015 • Environmental management: ISO 14001:2015 • Occupational safety management ISO 45001:2018 / Federal Water Resources Act (WHG) • Energy management: ISO 50001:2018

Classification organisations, approvals (extract)

DB – Deutsche Bahn, DNV • ClassNK • MED – Marine Equipment Directive • BGHM – Germany’s Wood and Metal Association DVGW – Association of the German Gas and Water Industry • LR – Lloyd’s Register • RINA

Board of Management

Thomas Armerding, Christian Post, Florian Wiedemeyer

Supervisory Board

Tim Hollweg, Jörg Buschmann, Patrick Grabowski

HYDRAULICS WITHOUT LIMITS

FROM INDIVIDUAL SOLUTIONS TO ALL-ROUND SUPPORT

HANSA-FLEX offers a 360° full service for the planning, operation and optimisation of mobile and stationary hydraulic systems from a single source. Fast, reliable and personal for companies in all sectors – from one of the world's leading system partners for fluid technology.



MORE THAN HYDRAULICS PARTNERS IN ALL AREAS

HANSA-FLEX products and services are required wherever hydraulic systems transfer energy and control movement. Whether in mechanical engineering, construction machinery, vehicle technology or in agriculture and forestry – hydraulics are indispensable in numerous industries. Diverse areas of application are also opening up in logistics, municipal technology, mining, wind energy and in hydraulic applications in automobiles, aircraft, ships and railed vehicles: the opportunities for the use of hydraulics are as wide-ranging as the customers of HANSA-FLEX.

In addition to comprehensive hydraulics expertise, HANSA-FLEX has offered individually tailored pneumatic solutions together with a wide range of industrial hose lines and related services for many years. More and more customers from particularly sensitive sectors, such as the food and chemical industries, rely on this high quality. National and international certifications underline the high performance and reliability of our products, services and processes.



ENERGY



CONSTRUCTION



**WASTE DISPOSAL
+ RECYCLING**



**CHEMICALS
+ PHARMACEUTICALS**



**TRANSPORT
+ LOGISTICS**



**MINING
+ TUNNEL CONSTRUCTION**



*Safe connections for sensitive processes:
HANSA-FLEX provides industrial hose solutions
that meet the high requirements of the food
and chemical industries – tested, reliable and
conforming with the standards.*



**AGRICULTURE
+ FORESTRY**



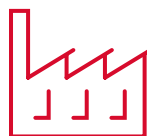
**PLANT AND MECHANICAL
ENGINEERING**



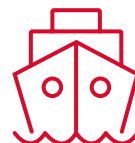
THE FOOD INDUSTRY



RAIL TRANSPORT



**METAL, PLASTICS,
GLASS AND PAPER**



THE SHIPPING INDUSTRY

MILESTONES IN OUR COMPANY'S HISTORY



1962

FOUNDING

Joachim Armerding founds the firm of Joachim Armerding Industriebedarf, laying the foundation for what would later become HANSA-FLEX AG.

The company operates from the garage of his house in Achim near Bremen, where he assembles the very first hose lines on his 'green workbench', which can still be seen in the company's head office today.

1969

SECOND BRANCH

In the mid-1960s, the company's annual turnover exceeds 100,000 Deutschmarks for the first time.

Friend and companion Günter Buschmann joins the company as a shareholder and opens the second branch in a former joiner's workshop in Osnabrück.

1970

DEMAND RISES

In the 1970 financial year, the company's annual turnover exceeds a million Deutschmarks for the first time. The demand for hydraulic lines becomes ever greater and the customer network grows continuously.

1972

NEW HEAD OFFICE BUILT

The first newly built head office is inaugurated in Bremen-Mahndorf. In the same year, the third and fourth branches open their doors in Elze and Duisburg.



1980

METAL HOSE LINES + DIGITALISATION

The first specialist branch outside the field of standard hydraulic applications is established in Höxter in the form of the metal hoses division.

HANSA-FLEX now assembles metal hose lines, which are primarily used in the food and chemical sectors.

HANSA-FLEX networks its various locations and is ahead of its time. All existing branches are equipped with a standardised IT system.

The sharing of important customer information and checking the availability of goods in real time make the company a digital pioneer.

1986

COMPANY MANAGEMENT

Thomas Armerding and Uwe Buschmann, sons of the founders, join the company as employees and get to know the business from the bottom up.

A forward-looking step to ensure the continuation of HANSA-FLEX as a family-run company.

1989

NEW HEAD OFFICE + CENTRAL WAREHOUSE

The new head office and a manually operated central warehouse are established at Zum Panrepel 44 in Bremen-Mahndorf. There are now 26 branches in Germany.

This strategic investment was to pay off quickly, as German reunification paved the way for further branches in the new federal states.



1995–1999

CHANGE OF MANAGEMENT + FIRST BRANCH IN TURKEY

In the mid-1990s, the second generation of the founding families takes up leading positions:

Thomas Armerding and Uwe Buschmann are appointed managing directors and set themselves the task of rapidly expanding the branch network.

The first HANSA-FLEX branch outside of Europe opens in Iskenderun, Turkey, in 1997.

In 1999, HANSA-FLEX is represented in the Americas for the first time with the opening of branches in Billings/Montana, USA, and Blumenau, Brazil.

2001

RAPID HYDRAULIC SERVICE

Launch of the Rapid Hydraulic Service with 26 vehicles in Germany.

In the same year, the cylinder repair division in Königshofen and the sealing technology division in Eisenberg commence operations and strengthen HANSA-FLEX's development as a systems supplier in the field of hydraulics.

2004

X-CODE

HANSA-FLEX sets new standards in spare parts procurement with the X-CODE. The alphanumeric code identifies all product features associated with hydraulic connecting elements. This is the first solution of its kind on the market.



2009

ASIAN EXPANSION

The company's Asia HQ is opened in Shanghai. Purchasing, training and production in the region are organised from here. The first branch in China was established as far back as 2003.

2010

SECOND CENTRAL WAREHOUSE

The second central warehouse opens in Geisenfeld, supplying branches in the south of Germany and southern Europe.

This strengthens HANSA-FLEX's logistics capacity and fast product availability.



2012

50 YEARS OF HANSA-FLEX

HANSA-FLEX celebrates its 50th anniversary. There are 384 branches and 269 vehicles of the Rapid Hydraulic Service worldwide. Over 3,000 employees now serve our customers around the world.

Joachim Armerding establishes the HANSA-FLEX Foundation. This aims to assist young people during their training through the provision of material support and scholarships.

2019

THE THIRD GENERATION

The third generation of the founding families now plays an active role in the company in the persons of Alina Armerding as well as Cedric and Thorben Buschmann.



2022

60 YEARS OF HANSA-FLEX + NEW COMPANY BUILDING

The new building is inaugurated during a large summer party marking the company's 60th anniversary.

Eighteen years after its introduction, the 25-millionth X-CODE is issued.



2023

KNAPHEIDE GMBH

Acquisition of Knapheide GmbH and integration of its 400 employees into the HANSA-FLEX corporate group.

The HANSA-FLEX corporate group now employs over 5,000 people.

2024

TV DOCUMENTARY

As part of the multi-episode documentary on "Mid-sized companies", HANSA-FLEX was accompanied by a production team for an entire year. The complete documentary series has been available on Prime Video since April 2024.



2025

NEW COMPANY FORMED

Formation of HANSA-FLEX Pneumatics GmbH as a trading and sales company for pneumatic products.

THE MOBILE SERVICE HAS GREAT POTENTIAL

Just a word with Lelio Arlt, Head of the Mobile Service at HANSA-FLEX.

There is no more suitable place for an interview with Lelio Arlt than a vehicle from the Mobile Rapid Hydraulic Service. Not least because the qualified production and automation engineer has led the Mobile Service division at HANSA-FLEX since the middle of the year. In the interview, the Austrian explains why HANSA-FLEX has reorganised the division, why the Mobile Service is much more than just "fast hose", and what goals he is aiming to achieve with his team.

IN WHAT FIELDS IS THE MOBILE SERVICE ACTIVE?

The Mobile Service stands on four pillars. One of these is the Mobile Rapid Hydraulic Service, our 24/7 emergency service for the speedy replacement of hydraulic hose lines directly on site at our customers' premises. The second is the Industrial Service, which carries out planned maintenance, DGUV inspections and, of course, the installation of hoses and pipelines on demanding major projects. Next is the Fluid Service, which is at the centre of everything to do with hydraulic fluids, while the fourth is the Hydraulic Workshop Container Service for large construction sites. The services are wide-ranging, and the potential is great – both for us and our customers.

WHAT MAKES THE FLUID SERVICE SO SPECIAL TO YOU?

As system partners, we are responsible for our customers' machines and plants. By means of oil analyses, the Fluid Service is able to monitor the condition of a machine or a plant, give advice about the poten-

tial risks and take the appropriate measures at an early stage, for example, filtering the oil or flushing the hydraulic circuit. I never cease to be fascinated by how we are able to use oil analysis – a relatively simple matter – to support preventative maintenance and, for example, by analysing the particles in the oil, proactively prevent costly and time-wasting stoppages of our customers' operations. This pays off greatly in terms of sustainability. The best repairs are those that do not have to be carried out.

HOW MANY PEOPLE ARE EMPLOYED IN THE MOBILE SERVICE?

In Germany, the Mobile Service has over 350 employees working at 25 service centres with a total of 280 service vehicles. This makes us one of the largest service networks in the industry.

WHY IS HANSA-FLEX RESTRUCTURING THE DIVISION?

The Mobile Service plays a key role at HANSA-FLEX. Not just because of our size, but also and primarily because we are the quick problem solvers for our customers, many of whom then go on to outsource further work to us, such as predictive maintenance. We are an independent division, which increases our agility and allows us to implement new services all the more quickly. It is my responsibility to further develop the division strategically and take it in the direction of sustainable growth. Part of this task is to ensure that we further optimise our processes, rethink structures and make much better use than before of synergies between the various services we offer.

WHAT SPECIFIC GOALS DO YOU SEEK TO ACHIEVE?

We have a clear goal: we want to continue to grow profitably and establish ourselves as a leading system partner for hydraulics for the long term. We are the only system partner to cover the whole field of hydraulics and to do so comprehensively both in width and in depth. However, that also means we must continually expand our offering in the Mobile Service and make further progress on our journey to digitalisation. This innovative strength is an immutable part of the HANSA-FLEX DNA: I work with a highly qualified and motivated team, who welcome being set new challenges. Feedback from the market as well as from our own ranks indicates that we are on the right path.

HOW HAVE OUR CUSTOMERS REACTED?

In the past, many companies saw us initially only as an emergency service because our other services were not as well known. Today, more and more companies entrust us with preventative maintenance, servicing and the legally prescribed inspections. Many of our customers ask us to undertake the whole of their hose management. This outsourcing creates certainty and relieves the workload on our customers' employees, which is a big advantage in these times of skilled labour shortages.



WHAT NEW SERVICES HAVE YOU DEVELOPED TO DATE?

Continual improvement is the basic principle at HANSA-FLEX, and the results show both in the detail and in the bigger picture. Two examples: we have modernised our service fleet and now use additional and, for the moment, parallel rechargeable battery packs instead of the earlier underfloor generators to supply electrical power to the mobile workshops. This means we can now work in low-noise and emissions-sensitive environments. In the Industrial Service, we are always looking to see what specialist skills we need to offer in order to best serve our customers. We are now in the position to undertake very complex and challenging projects, for example, hose line and pipeline installation in particularly hot environments. Sounds banal, but it is not. It makes me really proud to see how we have all further developed as a team.

WHERE DOES YOUR PASSION FOR HYDRAULICS COME FROM?

I not only have many years' experience in industry and logistics but also a very personal connection to engineering: I spent my childhood on a farm. Whether felling trees, repairing an engine or working with a tractor: from an early age, I have been excited about machines, and hydraulics certainly played a big role.

WHAT IS YOUR PERSONAL MOTTO?

It does not help to just think about a problem. Someone has to actually tackle it. That works well only if you have good people. To me that is precisely what sets HANSA-FLEX apart: a genuine hands-on mentality that focuses on problem-solving and is embedded in a comprehensive concept for customer support.

Thank you very much for talking to us.



Just one word with Christian Post, who is responsible for HANSA-FLEX's nationwide production operations.



IF YOU WANT TO BE FUTURE-PROOF, YOU NEED TO AUTOMATE

Christian Post is responsible for HANSA-FLEX's nationwide production areas, which are essential to our ability not only to supply the market with manufactured products tailored to meet customer-specific requirements, but also to offer solutions that make us successful as a systems provider.

WHAT ARE THE CURRENT CHALLENGES IN THE PRODUCTION AREAS?

We have to respond to dynamic market changes faster and more flexibly, because our customers are also facing the same challenge. Our customers want to receive the first prototype of the requested pipeline or special fitting without delay and, of course, their own series production using our material to

start as quickly as possible. They are looking for a high level of repeatability and a cost-effective product. It is our job to make this possible for the customer. Therefore the biggest challenge for me is to manufacture even more intelligently in the production areas by the automation of recurring tasks and high-volume manufacturing processes.

IS HANSA-FLEX FOCUSING ON AUTOMATING ITS PRODUCTION?

We must invest in automation in order to be fit for the future. The aim is always to increase flexibility so that we can be more resilient in volatile market conditions, and automation plays a key role in this. However, that is nothing new to us. For example, we



invested very early in robotics for the series production of hose lines in Bremen. Innovation is simply part of our DNA: we have the inner drive to optimise all our processes for the greatest possible customer benefit. This applies to all production areas.

WHAT IS THE SITUATION WITH COMPLEX APPLICATIONS SUCH AS ORBITAL WELDING?

We have also invested in robotics here. There continues to be a shortage of skilled workers in all areas of production, including welding, so we simply have no choice but to use automated manufacturing processes. Due to the special applications of our metal hose lines, the necessary special designs of the automatic welding systems were very challenging for the system suppliers. In order to ensure that the required quantities would be produced on schedule and in the specified quality, completing the prototyping, test phases and configuration took time, as did the final approval in accordance with our specifications and requirements. But the effort was worth it because, if necessary, we can now run night shifts without personnel to produce these items.

SPEAKING OF "WITHOUT PERSONNEL", DOES AUTOMATION ENDANGER JOBS?

We have not lost any employees at any of the workstations that have now been automated. On the contrary, we have provided further training for the existing skilled workers to enable them to supervise the automatic processes. While the robots are doing the repetitive work, our employees can turn to the tasks that require human judgement, such as special welding jobs. We are therefore developing employees for more demanding tasks and in this way securing jobs.

HOW DO CUSTOMERS BENEFIT FROM OUR EXPERIENCE AND HIGH LEVEL OF IN-HOUSE PRODUCTION?

On the one hand, they have access to the know-how and experience gained from over 60 years in hydraulics. On the other hand, the fact that we have our own design engineers and production facilities means we can react very flexibly to customer requirements, adapting components and, if necessary, manufacturing them as customised items or in series production. Many customers are now focusing on their core business and outsourcing everything else. As system providers in the field of fluid technology, we can offer a wide range of products and services, and basically provide everything from a single source. In addition, attractive solutions such as EDI interfaces, ready-to-assemble kits or in-line delivery are available to actively support the customer's supply chain.

HOW CAN HANSA-FLEX SUPPORT GLOBALLY ACTIVE CUSTOMERS?

With our X-CODE labelling system, for example. The X-CODE enables every individual hose line to be clearly identified. So it does not matter where in the world the hose line was produced or installed. Each branch can see exactly what components have been fitted and quickly arrange for the right replacements. All HANSA-FLEX branches use standardised CAD softwares and SAP, so that customers who, for example, manufacture in Germany and then market their machines or systems globally can also access our expertise and services abroad.

Thank you very much for talking to us.



AT HOME ON ALL CONTINENTS

HANSA-FLEX LOCATIONS

43
COUNTRIES

471
BRANCHES



HEADQUARTERS

 Germany
HANSA-FLEX AG
28307 Bremen

SUBSIDIARIES

 Germany
HANSA-FLEX Pneumatics GmbH
28307 Bremen

Willmann Steuerungstechnik GmbH
49377 Vechta

Knapheide Solutions GmbH
59269 Beckum

Knapheide Schlauchtechnik GmbH
59269 Beckum

SUBSIDIARIES ABROAD

 Australia
HANSA-FLEX Australia Pty Ltd.
QLD 4074 Sumner Park

 Belgium
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9031 Gent-Drogen

L.I.S. Hydraulics
3600 Genk

 Bosnia and Herzegovina
HANSA-FLEX d.o.o.
88000 Mostar

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4210 Stamboliiski

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8700000 Quilicura, Santiago de Chile

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Tiger Hydraulics (Changzhou) Co., Ltd.
213022 Changzhou, Jiangsu Province

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10360 Zagreb

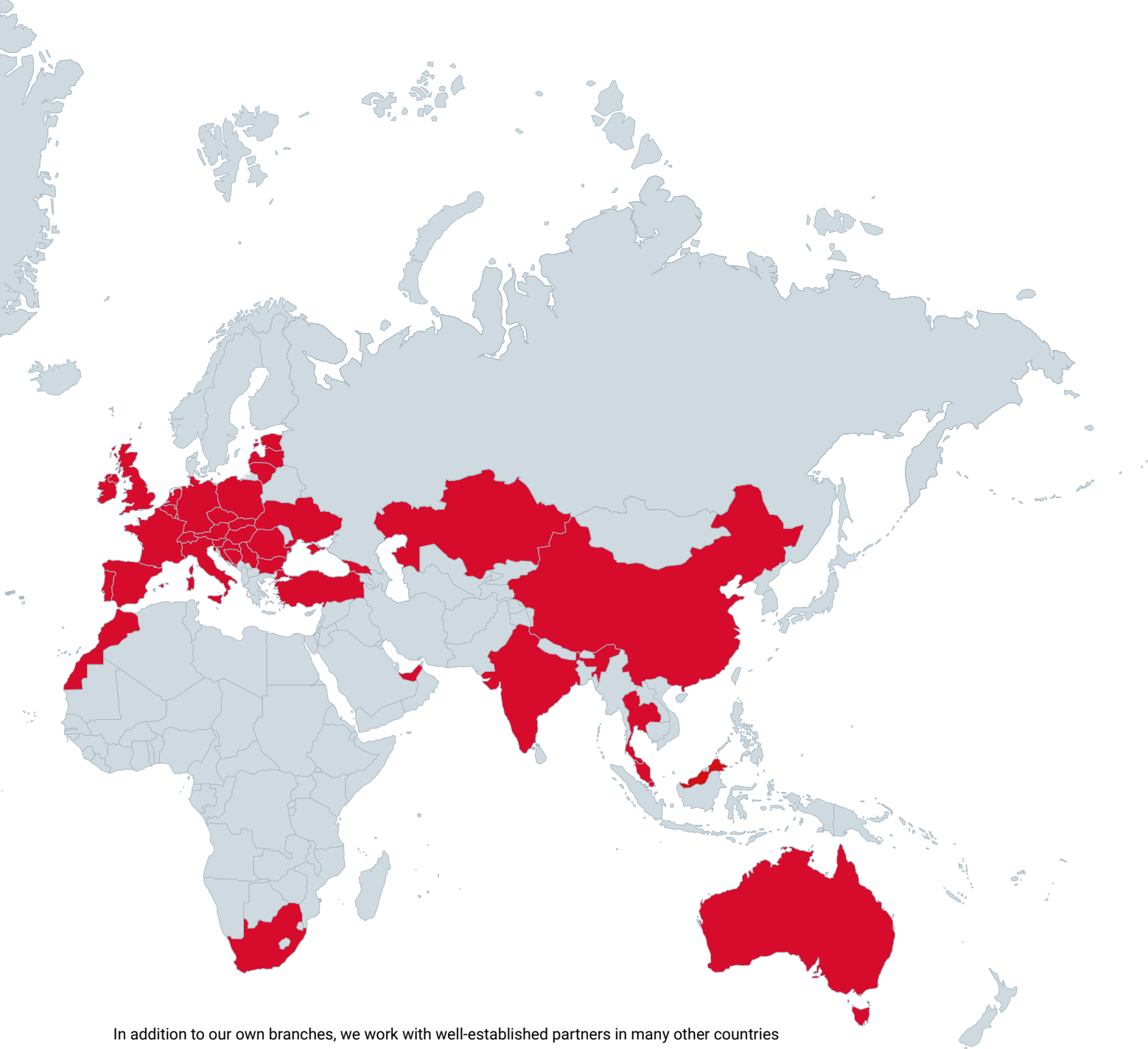
 Latvia
HANSA-FLEX Hidraulika SIA
1005 Riga

 Lithuania
HANSA-FLEX Hidraulika UAB
03202 Vilnius

 Luxembourg
HANSA-FLEX Hydraulik P.à.r.l.
4149 Esch-sur-Alzette

 Malaysia
HANSA-FLEX Malaysia Sdn. Bhd.
30010 Ipoh

 Morocco
HANSA-FLEX Marokko SAS
Being founded



In addition to our own branches, we work with well-established partners in many other countries and deliver our products to almost any desired location worldwide.

hansa-flex.de/en/branch-finder/

 Mexico HANSA-FLEX México S.R.L. 76246 Querétaro	 Serbia HANSA-FLEX Hidraulika d.o.o. 11250 Beograd-Železnik	 Czech Republic HANSA-FLEX spol. s r.o. 301 00 Plzeň 3
 Netherlands HANSA-FLEX Nederland B.V. 6662 PV Elst (GLD)	 Singapore HANSA-FLEX Singapore Pte. Ltd. 627546 Singapore	 Turkey HANSA-FLEX Hidrolik Sanayi ve Ticaret Ltd. Şti. İstanbul-Tuzla Şubesi, Orhanlı Mahallesi
 Austria HANSA-FLEX Hydraulik GmbH 4030 Linz	 Slovakia HANSA-FLEX Hydraulik s.r.o. 038 41 Košťany nad Turcom	 Ukraine HANSA-FLEX Hydraulika OOO 03146 Kiev
 Poland HANSA-FLEX Sp. z o.o. 60-451 Poznań	 Slovenia HANSA-FLEX-Nova, Hidravlični sistemi, d.o.o. 2000 Maribor	 Hungary HANSA-FLEX Hidraulika Kft. 1238 Budapest XXIII
 Portugal HANSA-FLEX PORTUGAL Unipessoal, Lda. 4475-249 MAIA / Porto	 Spain HANSA-FLEX Ibérica P.L.U. 22870 Elgoibar	 USA HANSA-FLEX USA Formerly Hatec International Inc. 77041 Houston / Texas
 Romania HANSA-FLEX Romania P.R.L. 077145 Pantelimon / Ilfov	 South Africa HANSA-FLEX (SA) (Pty) Ltd. t/a 1620 Spartan	 United Arab Emirates HANSA-FLEX Hydraulics Middle East L.L.C. UAE Dubai
 Switzerland HANSA-FLEX Hydraulik AG 3063 Ittigen	 Thailand HANSA-FLEX Hydraulic (Thailand) Ltd. 10230 Bangkok	



HANSA-FLEX helps to actively shape the future of hydraulics and, as a system partner, develops innovative concepts that ensure machines retain their performance and operational readiness over the long term.

02

JOURNAL

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NEW SUPERVISORY BOARD MEMBER TRANSFER OF RESPONSIBILITY AND A LOOK INTO THE FUTURE

After more than 15 years' service, Gisbert Loosen steps down from the Supervisory Board at HANSA-FLEX AG. Joining the board is Patrick Grabowski, an experienced tax consultant and former partner in a major auditing company. As chairman of the board of management of LISEGA SE, he brings extensive expertise in corporate management and strategy.



MEMBERSHIP OF THE GHORFA ARAB-GERMAN CHAMBER OF COMMERCE AND INDUSTRY E. V.

The Ghorfa Arab-German Chamber of Commerce and Industry e. V. represents all Arabian chambers of commerce and industry in the Federal Republic of Germany. It was successfully set up more than 40 years ago to promote commercial relationships between Germany and Arab countries and is the primary point of contact for many companies with questions on Arab-German business matters. By being a member, HANSA-FLEX has access to a network present in over 20 countries and signals its commitment and interest in a long-term partnership with the Arabian world.

TRAINING – THE FOUNDATION FOR THE FUTURE

61 new trainees (including two dual-studies students) embarked on their careers in our company in the 2025/2026 training year. A total of 115 trainees (including five dual-studies students) are being trained in 14 different fields of occupation officially recognised in Germany as requiring formal training.

This again demonstrates our targeted investment in the qualification of our new recruits and in ensuring our need for skilled employees is fulfilled in the long term.



ALINA ARMERDING RECEIVES THE BREMEN FOUNDATION PRIZE

In February 2025, Alina Armerding was honoured with the very first Bremen Foundation Prize in the "Social Entrepreneurship" category. The award acknowledged her commitment to the Solidarity with Ukraine Foundation and the strategic use of corporate know-how for humanitarian purposes.



BAUMA 2025

The leading global trade fair for construction machinery and equipment, bauma 2025, took place from 7–13 April in Munich, drawing over 600,000 visitors and 3,548 exhibitors from all over the world. The focus was on five key topics: climate neutrality, alternative drive concepts, networked construction, sustainable construction and the mining challenge.

Our completely refurbished trade fair stand was very well attended and offered valuable insights, especially into logistics, availability, kitting and flexibility. Our priority was face-to-face dialogue with customers. bauma 2025 once again underlined the importance of innovative and sustainable solutions for the construction machinery industry.



SUCCESSFUL CERTIFICATION WITH A NEW PARTNER – TÜV NORD

TÜV Nord handed over the new certificate to HANSA-FLEX at the end of November 2025. Recertification in accordance with ISO 9001, ISO 14001, ISO 45001 and, for the first time, ISO 50001 for energy management was successfully completed and secures the standard until 2028. The audits took place at our headquarters in Bremen, several locations in Germany and branches in the Netherlands, Croatia and Hungary. In addition, 18 German locations were audited for the ISO 50001 accreditation. The decision to have TÜV Nord as the new certification body was made based on its international presence, audits in the country language and a precise, intensive audit methodology that would provide a valuable fillip to growth and risk management.



DONATIONS INSTEAD OF GIFTS 2025

The donation campaign 2025 once again benefited two projects in Ukraine. The first project provides psychological rehabilitation of veterans in Richta; the second is a social centre in Novogradkovka. Each project received one half of the total amount of 40,000 euro. The projects are managed by the Solidarity with Ukraine Foundation.



FOUNDING OF A SUBSIDIARY FOR PNEUMATICS

The founding of HANSA-FLEX Pneumatics GmbH created a new subsidiary specialising in the marketing of pneumatic products. The company focuses on major customers from industry and the OEM sector, and exploits synergies within the corporate group. The objective is to purposefully develop the potential in the pneumatics market and offer made-to-measure solutions. Thorben Buschmann has taken over as managing director.

[HF-PNEUMATICS.COM](https://hf-pneumatics.com)



HANSA-FLEX RECEIVES THE "CLIMATE PROTECTION COMPANY CO₂ MINUS 20" AWARD

Important recognition of our commitment to climate protection: we were honoured by the award of "Climate Protection Company CO₂ minus 20" status from the Environment Companies Partnership. We had successfully reduced our CO₂ emissions by 20 % over the past five years – by various means such as extensive facade insulation, use of waste heat and by extending our photovoltaic system. Christian Herm (Head of Organisation & Environment Management Officer) and Florian Wiedemeyer (CFO) accepted the award at a reception in the Bremen City Parliament. A clear sign of sustainable business practices – in Bremen and beyond.

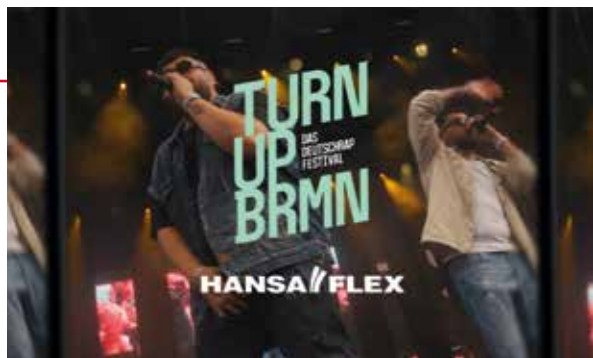
HANSA-FLEX RECEIVES ESG RATING B3 FROM CREDITREFORM

Creditreform Rating AG has issued its latest ESG Rating 2025 to HANSA-FLEX AG and has assessed the company's rating as B3. This certifies the company as having a strong sustainability capability combined with high future sustainability and transformational opportunities as well as low sustainability risks.

The rating shows: HANSA-FLEX has a future-orientated and responsible business model that is assessed as particularly robust in these times of increasing environmental and social requirements. The ESG experts saw the company as well set up to act in an economically sound and sustainable manner in the long term.

By awarding the rating B3, Creditreform highlights that HANSA-FLEX performs at above-average levels in terms of sustainability and is actively working on further strengthening its performance in the areas of ecological responsibility, social standards and responsible company management.





HANSA-FLEX IS MAIN SPONSOR AT FESTIVAL TURNUP BRMN 2025

On 2 August 2025, Bremen became the venue of the very first Festival TurnUp BRMN – a new German rap event, which celebrated its launch with an impressive attendance of over 20,000 visitors. As the main sponsor, HANSA-FLEX used the opportunity to present its brand very effectively in a milieu of young, urbane target group members.

We were prominently represented on a 300 m² festival stand and played an active part in shaping the event. The stand quickly became a popular spot for visitors to take time out and chat to one another, while enjoying the special atmosphere of the festival. Our commitment made a visible contribution to the success of the new festival format.



30 SETS OF JERSEYS FOR CHILD- DREN'S AND YOUTH TEAMS

Numerous teams from all over Germany took part in this year's club sponsorship event on social media with video clips under the hashtag #TeamSportSupport.

The 30 contributions with the most likes each received shirts to the value of 1,000 euro. The tradition is set to continue in 2026.



6TH HANSA-FLEX MOTOR CLASSIC

The HANSA-FLEX Motor Classic – a meeting that unites colleagues of different generations through their shared passion for technology and classic vehicles – took place again in August. This year, the event made its way to Dresden, where people from seven federal states assembled.

Their trip together in the communal drive through Saxon Switzerland included numerous highlights: impressive panoramic views of the Bastei Bridge, an exciting visit to V8 Werk in Pirna and intermediate stops at the Frauenkirche and the Semperoper. It was a day packed with variety and a special atmosphere that encouraged both technical discussions and personal chats.



20TH HANSA-FLEX FOOTBALL WORLD CHAMPIONSHIP IN SLOVENIA

Around 600 colleagues from 22 national subsidiaries – including 270 active football players in 26 teams – took part in the 20th HANSA-FLEX football world championship in Maribor, Slovenia. In summer temperatures, the participants enjoyed exciting matches, shared lively conversations and showed strong team spirit.

The event strengthened our international network and brought shared values to life, especially through the “Hand in hand around the world” campaign. This symbolised the unity of spirit and mutual support – both on and off the pitch.

The tournament offered all sorts of opportunities for getting together and fostered new connections, which made the event a memorable experience.

We look forward to the 21st tournament in Wrocław, Poland.



IT SECURITY IS A SHARED RESPONSIBILITY

As leader of the IT security team, Verena Köhler has a great deal of responsibility and a clear mission: to protect the company and its customers from digital threats – today and in the future. We talk with her about dangers, responsibility and trust in a digital world.

WHY DOES IT SECURITY PLAY SUCH AN IMPORTANT ROLE AT HANSA-FLEX?

Because trust and responsibility are our most important assets. Our customers, employees, suppliers and business associates rely on us to keep their data safe – and we do everything we can to justify this trust. IT security not only protects servers and passwords, but also safeguards the stability of our processes, the quality of our services, the delivery capacity of our online shop, the provision of digital offers such as our X-CODE Manager and, last but not least, our reputation. Particularly in an increasingly digital world, IT security is not just a nice-to-have, but an essential requirement.

WHAT ARE THE TASKS INVOLVED IN YOUR WORK?

For us, IT security is not a stand-alone project, but a central component of our corporate strategy, which is why I work very closely with our CFO Florian Wiedemeyer. I am responsible for technical IT security at HANSA-FLEX. My tasks range from developing our IT security roadmap, via planning and implementing specific protective measures, to coordinating audits, training and emergency drills. When it comes to security, I am also the first point of contact for internal and external stakeholders, who include our IT department as well as the board of management, employees worldwide and our service providers.

A photograph of Verena Köhler, a woman with blonde hair and glasses, wearing a white t-shirt and a dark blazer. She is smiling and standing outdoors with trees in the background. The photo is partially obscured by a dark grey vertical bar on the right side of the page.

At HANSA-FLEX, Verena Köhler protects what really matters: our data. As IT Security Officer, she ensures that threats are detected, employees trained and systems secured – worldwide.

WHAT ARE THE BIGGEST CHALLENGES IN IT SECURITY AT THE MOMENT?

The threat situation is extremely dynamic. Cyber-attacks are often professionally organised, and ransomware – the encryption of data – is one of the biggest risks for companies. But traditional phishing attacks via emails with faked sender addresses also continue to be an issue. Potentially, anyone in the company can be affected, which is why we are investing heavily in education, technical safeguards and early detection.

HOW DOES HANSA-FLEX PROTECT ITSELF AGAINST CYBER-ATTACKS?

With our comprehensive mix of technical tools and organisational processes, we are well prepared. We use continuous network monitoring, have strong password policies and two-factor authentication, operate effective device protection, and only allow the use of specific hardware and software that we carefully evaluate in advance. In addition, we regularly have penetration tests carried out in which external IT security experts attempt to attack our networks. We also consistently take IT security into account right from the outset in all projects.

HOW DO YOU RAISE EMPLOYEE AWARENESS?

Among other things, through our multilingual e-learning platform with short, easy-to-understand training modules. All employees worldwide are required to take part in these training courses, which are supplemented by ongoing phishing simulations. Anyone who clicks on a simulated phishing link is immediately shown an explanation of why it was in fact a phishing email. In addition, we offer special training for people working in areas that are particularly critical to security, such as in accounting or IT. What is important to us: IT security has to be understandable and fit for everyday application – not just technically correct. In addition to raising awareness, it is important for us to support our colleagues with practical tools, such as the phishing report button in Outlook.

WHAT DOES YOUR TYPICAL WORKING DAY LOOK LIKE?

Every day holds something new – whether it is IT security reports from Germany's Federal Office for Information Security, meetings with the IT department and external service providers, or information events on IT security for a range of employees. I deal with specific security measures as well as strategic issues for the future. It is a mix of technology, processes, communication and coordination.



^
Dynamism and diversity are what Verena Köhler enjoys most about her job.

WHAT DO YOU ENJOY MOST ABOUT YOUR JOB?

The dynamism and diversity, the opportunity to shape the future, and assuming responsibility. I learn something new every day and I enjoy raising people's awareness of an important, often underestimated topic. For me, IT security also means making complex, technical content understandable for everyday purposes: in other words, building bridges between expertise and practical operations.

WHAT ROLE DOES ARTIFICIAL INTELLIGENCE PLAY FOR YOU?

AI is becoming increasingly important in the field of IT security. AI can help our IT staff by detecting attacks and anomalies in our networks faster and reducing the number of false alarms. We are already using it in a variety of tools and are continuing to expand this area – while, of course, also taking compliance and data protection into account.

Thank you very much for talking to us.

SUSTAINABLY ECOLOGICAL, SOCIAL AND BUSINESS-ORIENTED

Dealing responsibly with the environment and society is firmly anchored in the HANSA-FLEX philosophy and mission. This self-image shapes our day-to-day actions on a local, national and international level. In 2025, we were once again able to make significant progress on our journey towards greater sustainability.

In 2025, the photovoltaic system at our company headquarters produced 400,000 kWh of solar electricity.

**400,000
KWH**
SOLAR
ELECTRICITY

About 98 % of the electricity consumption of HANSA-FLEX is covered by electricity from renewable energy sources.

98 %
GREEN
ELECTRICITY



HANSA-FLEX has implemented an energy management system in accordance with ISO 50001.

As a family-managed company, HANSA-FLEX has long considered sustainability as a responsibility to the coming generations. This subject is therefore of correspondingly great importance to the owners, supervisory board and employees. The measures we have already implemented are systematically monitored, correlated and further developed internationally as part of corporate sustainability reporting.

HANSA-FLEX was awarded its ESG Rating 2025 by Creditreform Rating AG in 2025. The award of a B3 rating confirms that the company has a strong sustainability capability, with good future sustainability and transformational prospects as well as a comparatively low sustainability risk. Another significant success in the field of climate protection: the Environment Companies Partnership awarded HANSA-FLEX the status of "Climate Protection Company CO₂ minus 20". We were able to reduce the CO₂ emissions from our facilities in Bremen by 20 % over the past five years. Some of the measures that made this possible were improved facade insulation, the use of waste heat and the extension of our photovoltaic system.

CLIMATE-NEUTRAL TEN YEARS FASTER

In spite of its continuous growth, the family-owned company has stepped up its climate targets. Complete climate neutrality should now be reached in 2040 – ten years earlier than originally planned. The intermediate target of a 50 % reduction in annual CO₂ emissions by 2030 still stands. "To achieve these ambitious goals, we are establishing a comprehensive international energy monitoring system that will enable us to identify both large and small adjustments for reducing our energy consumption," reports Catherina Folkers, who is responsible for energy performance indicators at HANSA-FLEX.

The new photovoltaic system at our company HQ generated over 400,000 kWh of solar power in 2025, almost all of which was consumed by the company itself. Overall, HANSA-FLEX covers around 98 % of its electricity demand with green electricity. In addition to this, the energy management system introduced in 2025 in accordance with ISO 50001 will identify further optimisation potential for buildings, production processes and the vehicle fleet.

SOCIAL RESPONSIBILITY IS A GLOBAL GUIDING PRINCIPLE

"As an owner-managed family business, we do not regard the statutory guidelines and regulations as a burden, but rather as an opportunity to further improve the working environment for the global HANSA-FLEX community and enhance our safeguarding of society in the supply chain by increasing transparency," explains Florian Fortmann, who is jointly responsible for sustainability reporting at HANSA-FLEX.

Employees of HANSA-FLEX receive comprehensive training delivered in close cooperation with the Hydraulics Academy in Dresden. They are also offered courses on leadership skills and personal development. An extensive training programme ensures that the knowledge and capabilities of the employees always remain up-to-date. Moreover, HANSA-FLEX attaches special importance to the training of the next generation of employees. Our external social commitment also continued consistently during 2025. Donations and sponsoring activities for people in need, sports clubs, business initiatives and technical education projects remained at the same level as previous years.

SECURE SUPPLY CHAINS, RESPONSIBLE CORPORATE GOVERNANCE

A further important step in responsible corporate governance was successfully implemented on 1 January 2024 with the introduction of the Supply Chain Due Diligence Act. In order to implement the EU Corporate Sustainability Reporting Directive (CSRD) as efficiently and transparently as possible, HANSA-FLEX invested in a suitable software solution in 2025, which is already being implemented.

HANSA-FLEX also relies on close cooperation based on partnership with its business associates in the latest implementation of the EU Carbon Border Adjustment Mechanism (CBAM) and the EU Regulation on Deforestation-Free Products (EUDR). "Our aim is not only to collect the necessary key data but also to develop measures together that further reduce our ecological footprint, while convincing and involving people worldwide," stresses Sustainability Officer Christian Herm.

SYSTEMATIC DEMOLITION

The Hagedorn Group sees itself not only as a demolition contractor – it is a leading Europe-wide full service provider for demolition, disposal, brownfield regeneration and civil engineering. Since 1997, this family-owned business from Gütersloh has been working towards an ambitious goal: not simply to remediate former industrial land (brownfield sites) but to transform it into valuable land for future development by systematically focusing on economic and ecological viability. As a single company with all the necessary expertise in-house, Hagedorn can handle the whole process chain from purchase to rehabilitation, demolition and recycling to civil engineering and heavy load logistics.

WIND IN PLACE OF COAL

With the acquisition of the Ibbenbüren coal-fired power plant, Hagedorn is working towards a clear goal: transmission system operator Amprion plans to construct a converter station here by 2026 to connect offshore wind farms to the grid. Offshore wind energy is transmitted as direct current to land and must be converted into alternating current before it is fed into the power grid. "Ibbenbüren is a prime example of successful structural change. Instead of adding new areas of impervious ground, a piece of our industrial past is transformed into a green site for the future," explains Axel Köster, Managing Director of Hagedorn Revital GmbH, a Hagedorn Group company.

To conserve natural resources, the material from the demolition is reused for the foundations of the converter station, which is 20 m high and occupies an area of 200 x 150 m. "We recycle 97 % of the demolition material, which we process and reuse directly on site," adds Köster. A highly efficient cycle – at least when every cog in the machine runs smoothly.

COSTLY STANDSTILLS

"When this excavator breaks down, it costs several thousand euro – per hour," says Rainer Lüdeking, sales representative at HANSA-FLEX. He is referring to Germany's largest demolition excavator. The Hitachi KMC1600S, which was developed in cooperation with Hagedorn, has a transport weight of 230 tonnes, and its 36 m working height represents a truly unique selling proposition. With an optional telescopic boom, it can be used for demolition works at the dizzying height of 60 m on the power plant and auxiliary buildings.



The demolition excavator can be equipped with a traditional bucket or with hydraulically driven attachments such as grabbers, shears or breakers. The excavator stands at the start of a process chain involving up to 20 other construction machines and vehicles. They further process and transport the demolition material for recycling. On a complex site such as Ibbenbüren, damage to hydraulic systems caused by the tough, demanding environment is unavoidable. Hydraulics can be found in practically every item of plant on site. Consequently, Hagedorn looked for a partner that could reduce downtimes and the resulting costs to a minimum.

SERVICE CONTAINER ON SITE

Cooperation between Hagedorn and HANSA-FLEX goes back many years. However, the award of the Ibbenbüren contract could not be taken for granted. HANSA-FLEX put together a convincing concept for the demolition of the coal-fired power plant that combined vehicles from the mobile Rapid Hydraulic Service with a service container on site. Time-consuming journeys to the nearest branch are completely avoided. There is a clear division of work between service vehicle and service container: "Small-di-



◀ Service technician Hendrik van der Wolde and sales representative Rainer Lüdeking speak the language of the building site.

THE LANGUAGE OF THE SITE

When every minute counts, rapid, direct communication and partners that are ready to take on responsibilities are indispensable. The solution-oriented concept for Hagedorn is one thing. The way it is implemented is another. "HANSA-FLEX speaks the language of the site. Service technician Hendrik van der Wolde is not only completely familiar with hydraulics, he also understands the logic and logistics of a major site, which allows us to receive the necessary support precisely where it is needed," sums up Stefan Kleinlümern, Hagedorn's project manager.

The demolition is also a special project for HANSA-FLEX. Not only due to its two-year duration but also because of its special character: "As a family-owned and operated company, sustainability is not an abstract idea to us but our lived reality. We are proud to be able to contribute our services to the transformation of this piece of industrial land into a place for green energy. Our commitment is demonstrated day after day and hose line after hose line," says Lüdeking in conclusion.

ameter hydraulic hose lines are made up in the service vehicle right next to the affected plant. This saves time and unnecessary journeys on the 25-hectare site – an advantage not to be underestimated," says Lüdeking, speaking from practical experience. Larger hydraulic hose lines with a nominal diameter (internal diameter) of 32 mm or more are manufactured in the service container. This houses not only a component store with fittings, hoses and accessories such as fastenings or kink protection but also a fully equipped workshop in which hydraulic hoses are crimped on site.

When choosing components, HANSA-FLEX can draw on many years of cooperation with Hagedorn and a comprehensive knowledge of the plant employed on site. "As part of our policy of continuous improvement, we recently replaced the hose crimping machine and can now manufacture really large hose lines of 50 mm nominal diameter without having to set foot off site," adds Lüdeking. The service vehicles have a role to play for hose lines manufactured in the service container: "Once you have carried a 35 kg hose line across the site on foot, you don't want to do it again," says service technician Hendrik van der Wolde with a smile.



The “Desert Race” roller coaster at Heide Park Resort in Soltau is the first coaster in Germany to feature a catapult launch.

HYDRAULICS IN THE ROLLER COASTER: FROM 0 TO 100 IN 2.4 SECONDS!

“Our roller coaster uses the kind of catapult launch that is also applied on aircraft carriers. The coaster train sits on a sled that accelerates up to 100 km/h in just 2.4 seconds. When the train reaches its maximum speed after 25 metres, the hook that connects the train and sled is released. The train then continues the rest of the way without any drive of its own, using only the kinetic energy from the catapult launch,” explains Marcel Birke, Mechanic Manager at Heide Park Resort.



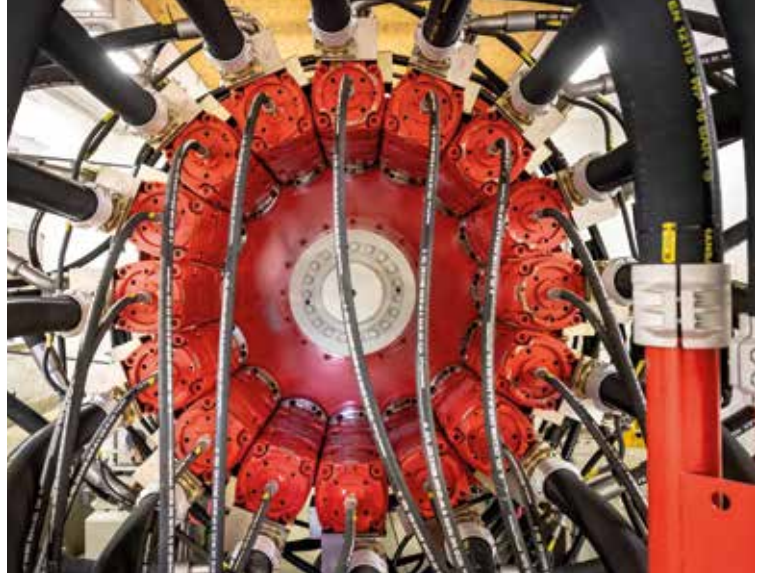
A ride on the "Desert Race" roller coaster is a must for all adrenaline junkies and technology enthusiasts! The 650-metre track with its impressive climbs and tight turns is covered in just 49 seconds. During the thrilling ride through the atmospheric desert backdrop at Heide Park Resort, passengers experience accelerations of up to 4.7 g – values that are otherwise experienced only by Formula 1 drivers.

THE POWER OF HYDRAULICS

In order to ensure the catapult launch functions reliably even during very busy periods, Heide Park Resort relies on hydraulics. At the heart of the system is a large cable winch that accelerates the sled and thus the 10-tonne roller coaster train at the start. The catapult launch places the highest demands on the hydraulic system. The necessary pressure is achieved by means of piston accumulators filled with hydraulic oil and pressurised nitrogen gas. Two hydraulic units compress the nitrogen. During the launch process, the valves of the accumulators are opened and the compressed nitrogen forces the hydraulic fluid into the 16 hydraulic motors that drive the cable winch at a pressure of around 300 bar. After the launch, the winch reverses direction and returns the sled to the starting position via the return cable, and the pressure accumulators are refilled. "The demands on the hydraulics are immense: in the peak season there are only two minutes between rides," reports Birke. The sudden equalisation of pressure would normally cause the hydraulic fluid to foam. To prevent this, Heide Park Resort uses special hydraulic fluids and additives, as well as a 7,000-litre storage tank. "We also cool the hydraulic fluid, which would otherwise overheat due to the high pressures and volume flows," adds Birke.

MAXIMUM SAFETY

Safety is paramount at Heide Park Resort. The safety checks start as early as 5 o'clock in the morning, before the first guests board the "Desert Race", which has by then been put through its paces, at 10 o'clock. In addition to the daily checks, more extensive inspections take place weekly and monthly. Added to this are the annual inspection by the Technical Inspection Authority (TÜV) and major maintenance of the roller coaster during the winter months when the leisure park is closed. Birke and his team of 20 technicians use the My.HANSA-FLEX customer portal for the annual inspection of the hydraulic hose lines required by Germany's Social Accident Insurance (DGUV). "All the hose lines installed at Heide Park Resort are recorded there, and clearly assigned to the individual attractions and rides. Using a tablet, we can quickly access the technical data for each hose line and then conveniently enter the result of the DGUV inspection."



The roller coaster's hydraulic system calls for the highest requirements in order to guarantee its smooth and safe operation.

COMPLETE HOSE CHANGE WITH A WELL-REHEARSED TEAM

The regular change of all 200 hose lines of the "Desert Race" coaster is carried out by the HANSA-FLEX Industrial Service. Even though the team has already worked in various leisure parks, connecting the hoses of a roller coaster is a welcome challenge for the technicians. "Working at HANSA-FLEX is like the popular kids' TV show with the mouse: we get to explore the most exciting areas that no one else can get into," comments HANSA-FLEX Service Manager Muhamed Grosonja with a twinkle in his eye. As all the hose lines are already recorded in the My.HANSA-FLEX customer portal, the preparations go smoothly. The preconfigured hose lines are delivered on three Euro pallets, enabling the team in the roller coaster's machine room to get started immediately. The technicians produce smaller hose lines on site in their workshop vehicle. "We knew immediately that we were dealing with a well-rehearsed crew: the replacement of the hose lines went like clockwork," says Birke, describing the HANSA-FLEX team. The test run of the newly connected hydraulic system is successful at the first attempt: "Pressure and sealing are all good to go."

RELIABLE HYDRAULICS FROM A SINGLE SOURCE

Summing up the partnership, Stephan Thobe from the HANSA-FLEX Sales department states: "We're proud of the fact that Heide Park Resort places its trust in us when it comes to working on exciting installations where safety is a critical factor." Birke particularly appreciates the wide range of products and services that the partnership offers him. "HANSA-FLEX is an important system partner for us. I have a central contact person whom I can turn to with any questions about hydraulics." For example, HANSA-FLEX is currently overhauling a three-stage telescopic cylinder for the leisure park, which is over 6 metres in length even when retracted. In other words, there is no shortage of exciting projects!



**HYDRAULIK
INITIATIVE**



HYDRAULICS SPECIALISTS FOR THE FUTURE: THE HYDRAULICS INITIATIVE AND ITS SIGNIFICANCE

Hydraulics is a key technology that is indispensable in numerous industries such as mechanical engineering, construction, agriculture and aerospace. It mobilises enormous forces with high precision and plays a crucial role in the development of efficient and resource-conserving systems. In Germany, however, hydraulics is not an officially recognised field of occupation requiring formal training, which is leading to an increasing shortage of skilled personnel. This is exactly where the advanced training as a hydraulics specialist offered by the International Hydraulics Academy (IHA) comes in.

PRACTICAL TRAINING WITH A RECOGNISED FINAL QUALIFICATION

The IHA offers a practice-oriented, officially recognised advanced training course for qualification as a hydraulics specialist spread over nine weeks in a single calendar year. The training course delivers extensive knowledge in theory and practice: from the physical and mathematical principles of hydraulics to sealing technology and the design of hydraulic systems and covers complex topics such as hydraulic oil technology, mobile hydraulics and troubleshooting with measuring instruments. The focus is always on the practical application of the knowledge learned: the participants work on real teaching stands and can implement the knowledge directly in their daily hydraulics tasks. At the end of their training, there follows an examination phase at the Dresden Chamber of Trades and Crafts, which awards a recognised qualification to the successful trainees.

SPECIALISTS IN DEMAND FOR A CHALLENGING INDUSTRY

The practical training ensures that the participants not only develop a sound technical understanding but also become competent specialists who are able to solve complex problems in the hydraulics industry. After completion of their training, the successful students are excellently prepared for the demands of the industry and can work as technical consultants, problem solvers or specialists in the field of hydraulics.

THE HYDRAULICS INITIATIVE: IMPROVE IMAGE, ATTRACT FUTURE TALENT

At the same time, the Hydraulics Initiative, which was introduced by HANSA-FLEX and the IHA among others, aims to improve the image of hydraulics as a modern and sustainable technology and attract young skilled workers to this promising sector. The industry is burdened by a huge shortage of skilled personnel, which will be made worse by the impending retirement of many experienced hydraulics specialists. In addition, hydraulics is increasingly ignored in training for traditional officially recognised occupations such as industrial mechanics, mechatronics technicians or agricultural engineers, which leads to a growing knowledge gap.



MODERN COMMUNICATION FOR A MODERN TECHNOLOGY

In this respect, the Hydraulics Initiative seeks to create a platform for trainees, companies as well as training and educational establishments to network with one another and raise the profile of hydraulics as a key technology in the mind of the public. The goal is not only to preserve knowledge about hydraulics but also to modernise the image of the technology. Hydraulics is still often associated with outdated perceptions of it being noisy, dirty or inefficient, although modern hydraulic systems are extremely efficient, resource conserving and sustainable.

COMMUNICATING HYDRAULICS TODAY

The initiative focuses on targeted communication and modern formats to make the field appeal to young people. In this way, hydraulics is positioned as a forward-looking technology and not as a relic of past times. The chats between young people on social media and the innovative campaigns play a pivotal role in inspiring them to take up a career in hydraulics.

MORE HYDRAULICS INTEGRATED INTO TRAINING

An important component of the Hydraulics Initiative is the strengthened integration of hydraulics topics into training and education. The Initiative promotes the stronger establishment of hydraulics as part of occupations officially recognised as requiring training, in particular industrial mechanics, mechatronics and agricultural engineering. In future, all technicians should have a qualification in hydraulics in order to do justice to the demands of the industry.



The aim of the Hydraulics Initiative: break down prejudices and attract specialist personnel for a key technology.

SECURING THE FUTURE OF HYDRAULICS TOGETHER

The further training qualification as a hydraulics specialist and the Hydraulics Initiative complement one another perfectly by providing the necessary specialist knowledge while arousing interest in this field of technology. With its practice-oriented training course, the IHA offers an ideal opportunity to satisfy the demand for qualified specialist personnel, while the Hydraulics Initiative ensures on a wider level that hydraulics is perceived as a modern technology and will attract a stream of freshly qualified specialists to the sector.

HANSA-FLEX AND IHA: TRAILBLAZERS FOR SUSTAINABLE HYDRAULICS

There is an urgent need for organisations like HANSA-FLEX and the IHA to support the future of the hydraulics industry. Through the Hydraulics Initiative and the advanced training qualification as a hydraulics specialist, they are making a crucial contribution to ensuring the long-term availability of highly qualified specialist personnel for the sector. Hydraulics is a key technology not only for the present but also for the future – a technology that forms the basis for innovation in many fields.

BECOME A SUPPORTER!

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HANSA-FLEX drives forward the development of hydraulics and, as a system partner, offers dependable state-of-the-art solutions to keep machinery moving.

04

FIGURES

P. 44–51



KEY PERFORMANCE INDICATORS



161,502

ACTIVE CUSTOMERS
(WITH ORDERS IN 2025)



80,069

**RAPID HYDRAULIC SERVICE
DEPLOYMENTS** (IN 2025)



9,944,074

HOSE LINES
ASSEMBLED (IN 2025)



20.3%

RISK RATIO
TOP 100 CUSTOMERS*



2,618,935

UNIQUE X-CODES
ON HOSE LINES (IN 2025)



1,706,262

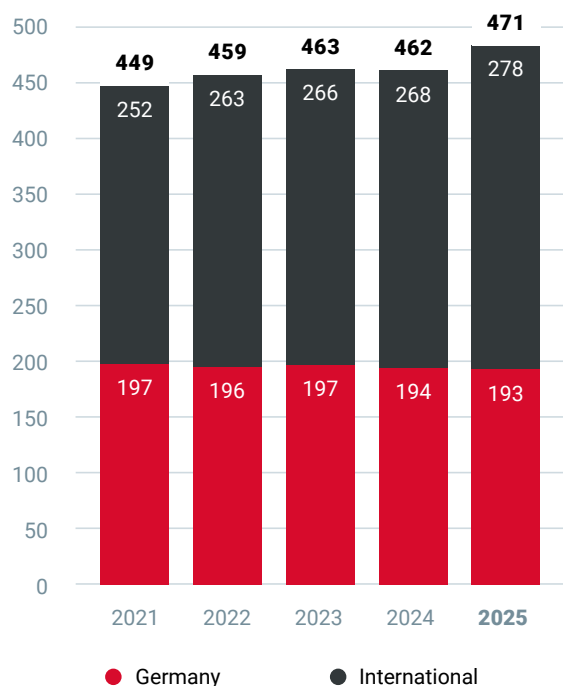
LISTED ARTICLES
(TRADE GOODS)

* This ratio provides us with a relatively robust, crisis-proof business with a broad customer base - from skilled tradesmen to large corporations.

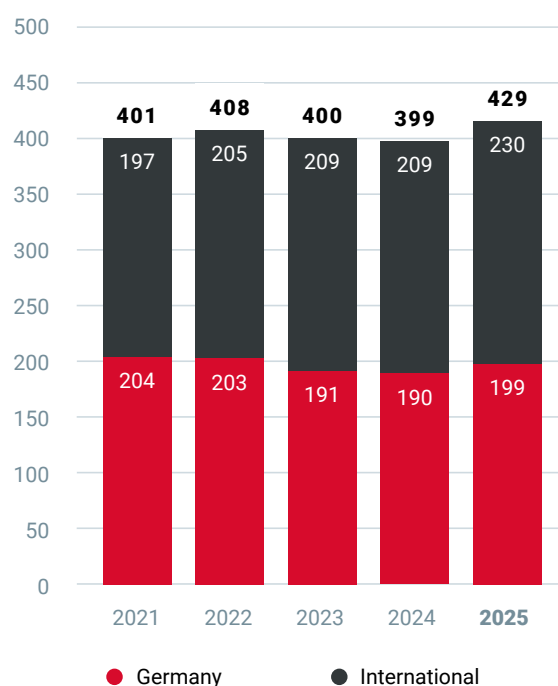
(In 2025 the top 100 customers accounted for around 20% of total sales.)

BRANCHES

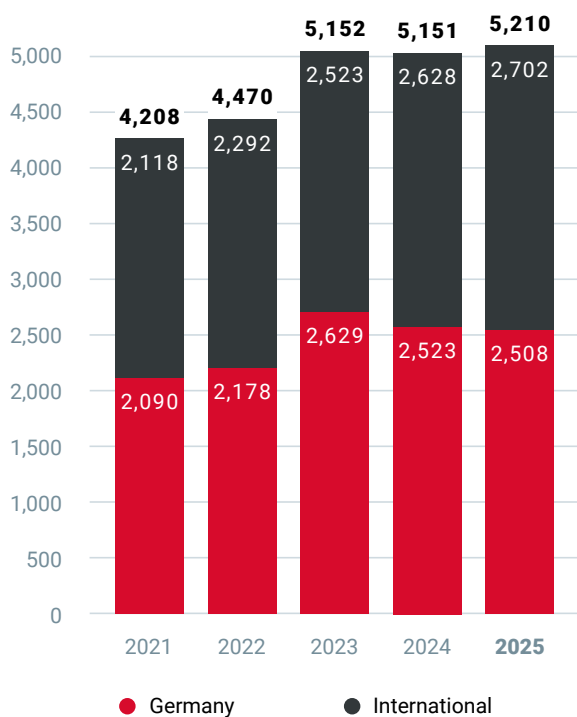
WORLDWIDE

**SERVICE VEHICLES**

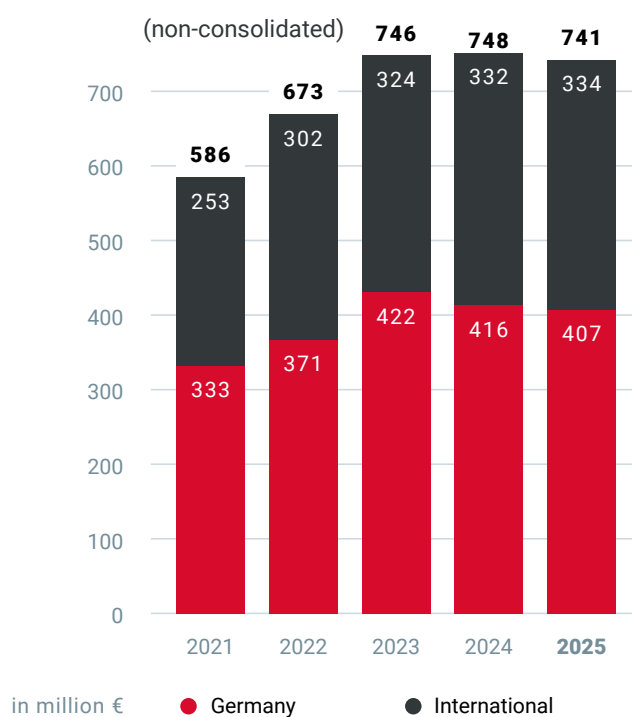
WORLDWIDE

**EMPLOYEES**

WORLDWIDE

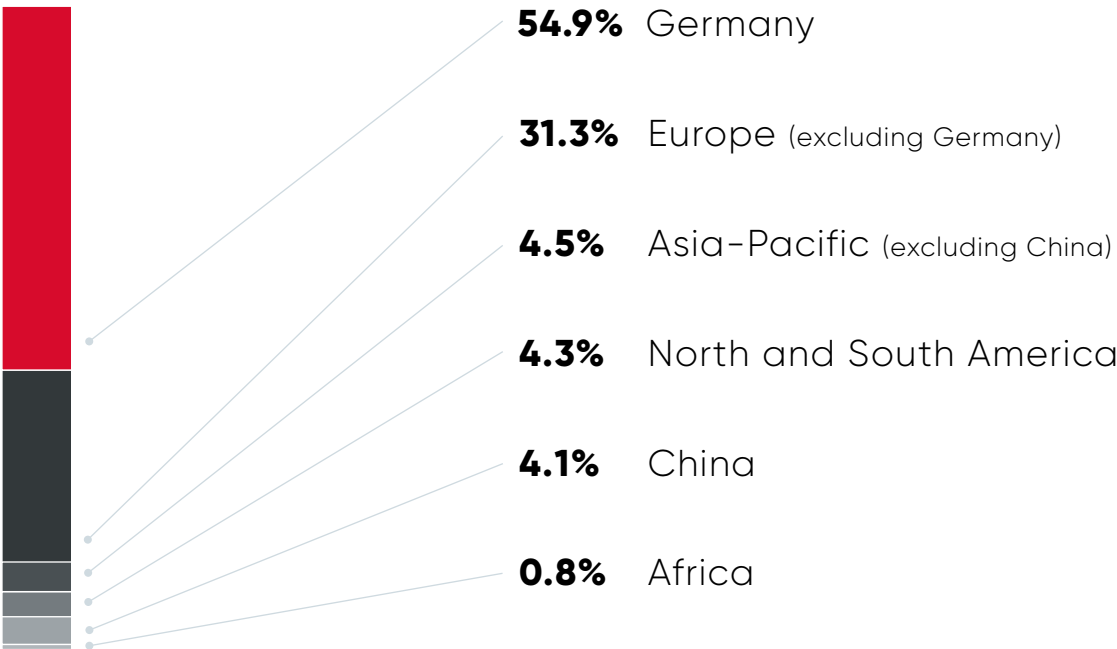
**TURNOVER**

COMPANY GROUP



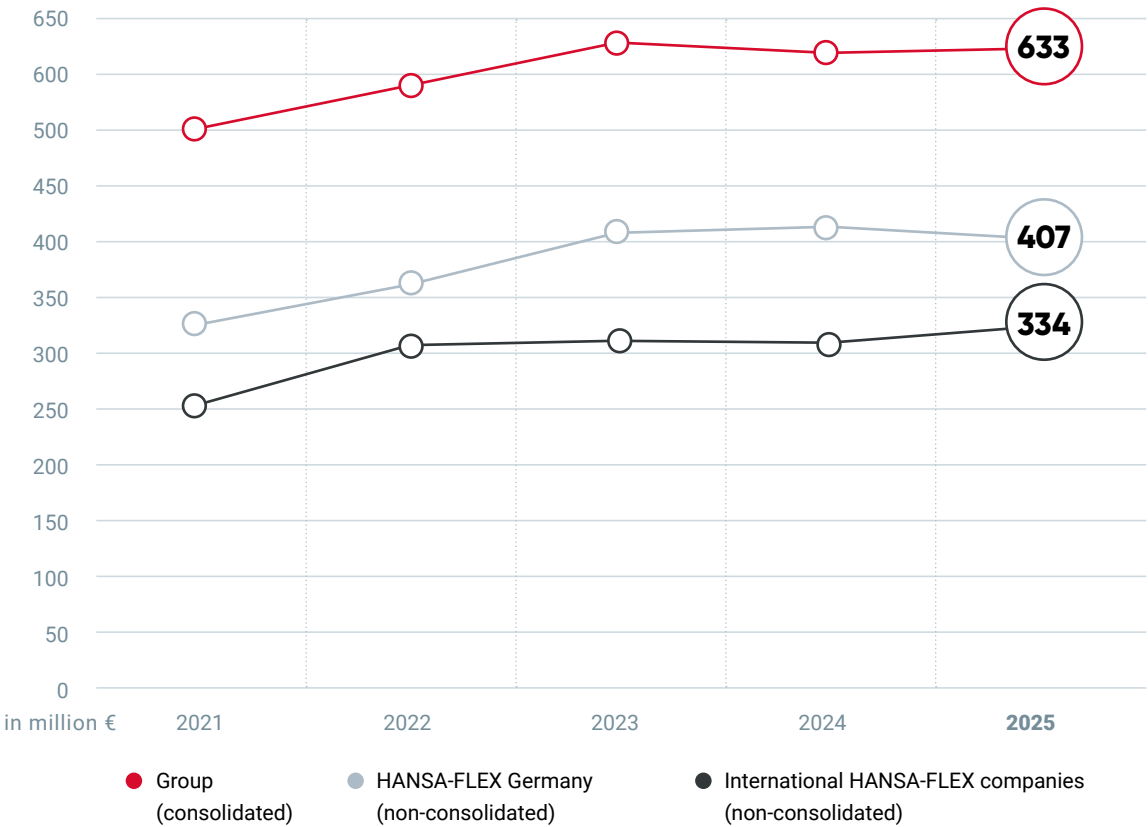
GLOBAL REVENUE DISTRIBUTION

(NON-CONSOLIDATED)



REVENUE DEVELOPMENT

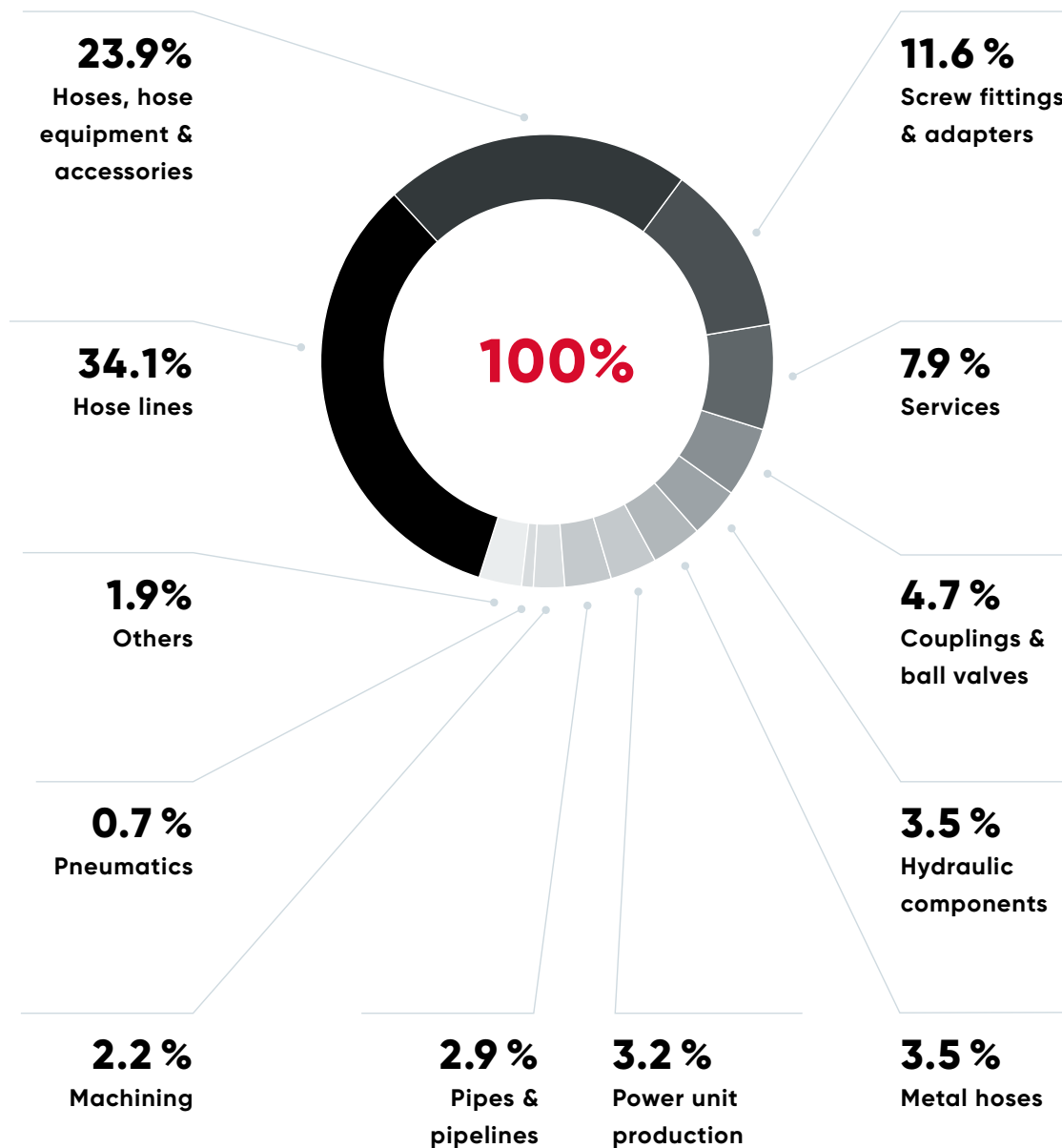
HANSA-FLEX GROUP



PROPORTION OF REVENUES

BY PRODUCT GROUP

(Germany)



CONSOLIDATED PROFIT AND LOSS STATEMENT

Summarised statement in k€	2025	2024	2023
1. Sales revenues	633,192	626,321	640,178
2. Changes in inventories, own work capitalised and other income	15,085	43,819	28,387
Overall revenues	648,278	670,140	668,565
3. Cost of materials	(236,235)	(252,182)	(249,197)
4. Personnel costs	(231,984)	(229,670)	(216,734)
5. Depreciation of intangible and tangible assets and property, plant and equipment	(18,697)	(20,302)	(19,247)
6. Other operating expenses	(129,455)	(132,678)	(144,669)
7. Income from investments	0	0	428
8. Other interest and similar income	720	1,057	1,054
9. Depreciation on financial assets	0	0	0
10. Interest and similar expenses	(9,090)	(11,062)	(9,542)
Profits on normal business activities	23,112	25,304	30,659

The HANSA-FLEX consolidated balance sheet and income statement include the individual consolidated financial statements of HANSA-FLEX AG and all its relevant direct and indirect majority shareholdings in Germany and abroad.

CONSOLIDATED BALANCE SHEET

Assets in k€	2025	2024	2023
A Fixed assets			
I Intangible assets	5,108	3,178	5,866
II Property, plant and equipment	124,631	129,078	118,891
III Financial assets	5,836	1,729	2,798
Total fixed assets	135,576	133,985	127,554
B Current assets			
I Stocks	217,038	221,813	212,299
II Receivables and other assets	81,682	86,084	94,554
III Liquid funds	47,596	41,661	35,390
Total current assets	346,315	349,557	342,243
C Accruals and deferrals	2,472	2,196	2,377
D Deferred tax assets	2,032	970	1,083
Total assets	486,395	486,707	473,257

Liabilities in k€	2025	2024	2023
A Equity	203,928	198,735	186,398
B Reserves	27,826	25,196	26,882
C Liabilities			
I Amounts owed to banks	151,745	156,517	164,928
II Trade payables	32,226	32,715	25,011
III Other liabilities	69,873	72,788	68,788
Total liabilities	253,843	262,021	258,726
D Accruals and deferrals	796	755	1,251
E Deferred tax liabilities	0	0	0
Total liabilities	486,395	486,707	473,257

INDUSTRIAL SERVICE

Unplanned stoppages in industrial plants often lead to high costs and production losses. Providing specialist support quickly is therefore crucial for equipment to operate without problems. The work of the Industrial Service includes servicing, maintenance, assembly and installation and ensures the long-term functionality of hydraulic systems.

SERVICING AND MAINTENANCE

Regular servicing improves operational safety and prolongs the service life of systems and components. Service technicians carefully check hydraulic systems, detecting wear at an early stage and rectifying damage before it leads to failure. In the event of a fault, they can quickly perform a root cause analysis and complete a professional repair directly on site.

ASSEMBLY AND INSTALLATION

In addition to maintenance, the services they provide also include the professional assembly and installation of hydraulic components and systems. To this can be

The Industrial Service working on gigantic mining machines at the 600 m deep Kaliwerk Zielitz potash mine in Saxony-Anhalt.



added new installations, conversions and the extension of existing systems. Hose lines are professionally assembled and installed, parts replaced and new components integrated precisely into existing systems. Mobile service units are equipped with state-of-the-art technology and all the required tools.

DIGITAL DOCUMENTATION AND TRANSPARENT PROCESSES

All tasks performed are digitally captured and documented. Damage, installed components and servicing activities are recorded in a traceable manner. Servicing reports can be made available immediately after the work is complete. Structured processes ensure transparency and complete traceability

EXPERIENCE IN DIVERSE INDUSTRIAL APPLICATIONS

The Industrial Service can call on wide-ranging experience in a huge variety of industrial fields of use – from production plants and complex machines to extremely dynamic applications. The focus is always on quality, safety and reliability.



5,750

ASSEMBLY JOBS

were completed by the Industrial Service in 2025.

3,652

HOURS

of training and professional development courses were completed by service technicians of the Industrial Service in Germany alone in 2025. Of these, 462 hours were for wind energy qualifications (GWO seminars).

104

VEHICLES

make up the Industrial Service fleet.

522

DAYS

were invested in professional development courses.

51,929

HOSE-LINES

were manufactured by the Industrial Service in Germany alone in 2025.

8.5

YEARS

is the average period of employment in the Industrial Service.

23

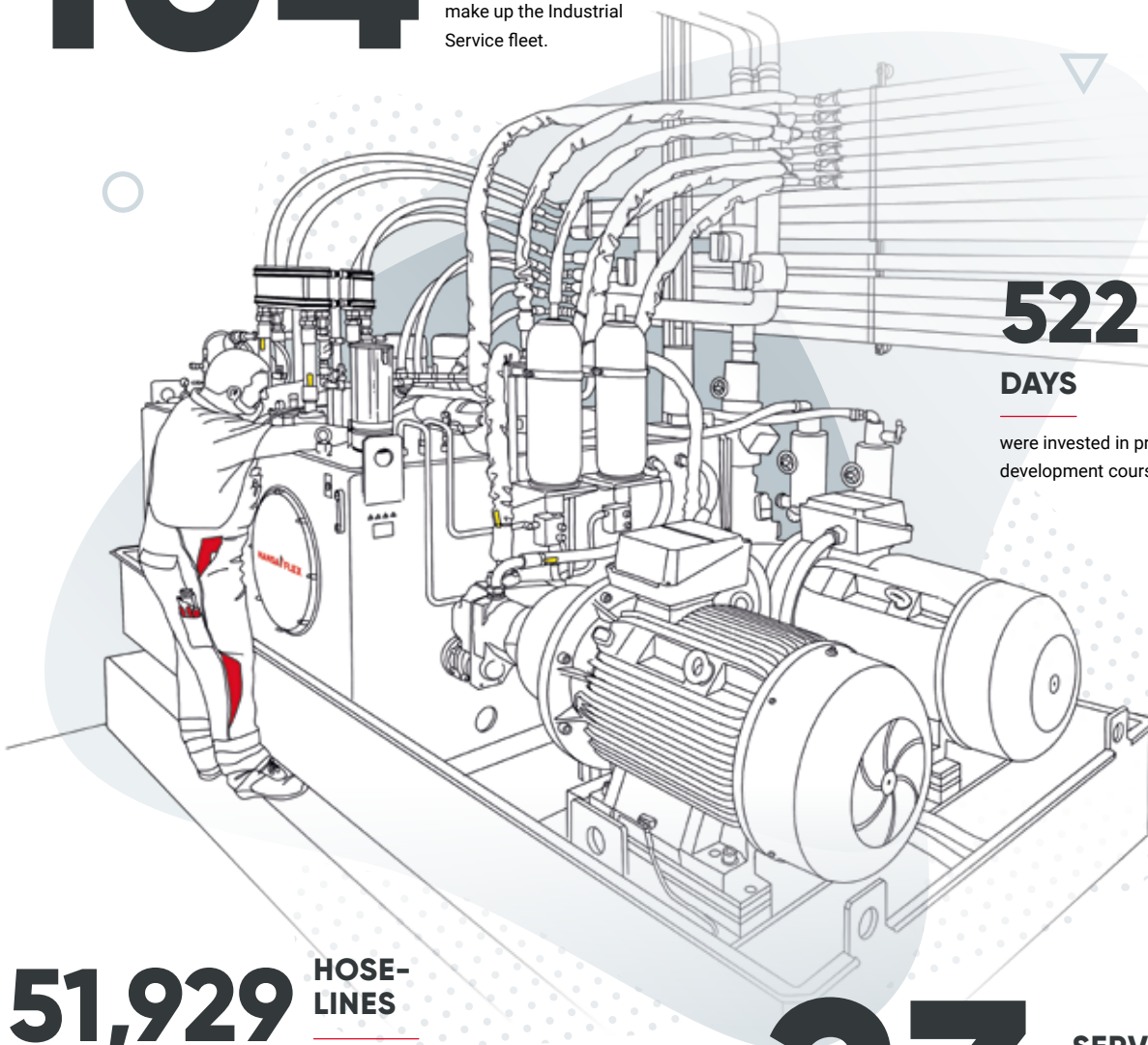
SERVICE CENTRES

are maintained by the Industrial Service in Germany.

149

EMPLOYEES

work in the Industrial Service. 61 % of them are authorised persons – for legally compliant inspection processes and documented safety.



LEGAL NOTICE

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